



# Defense Acquisition University

***A premier corporate university serving DoD Acquisition, Technology, and Logistics***

## ***Logistics Workforce Business Plan***

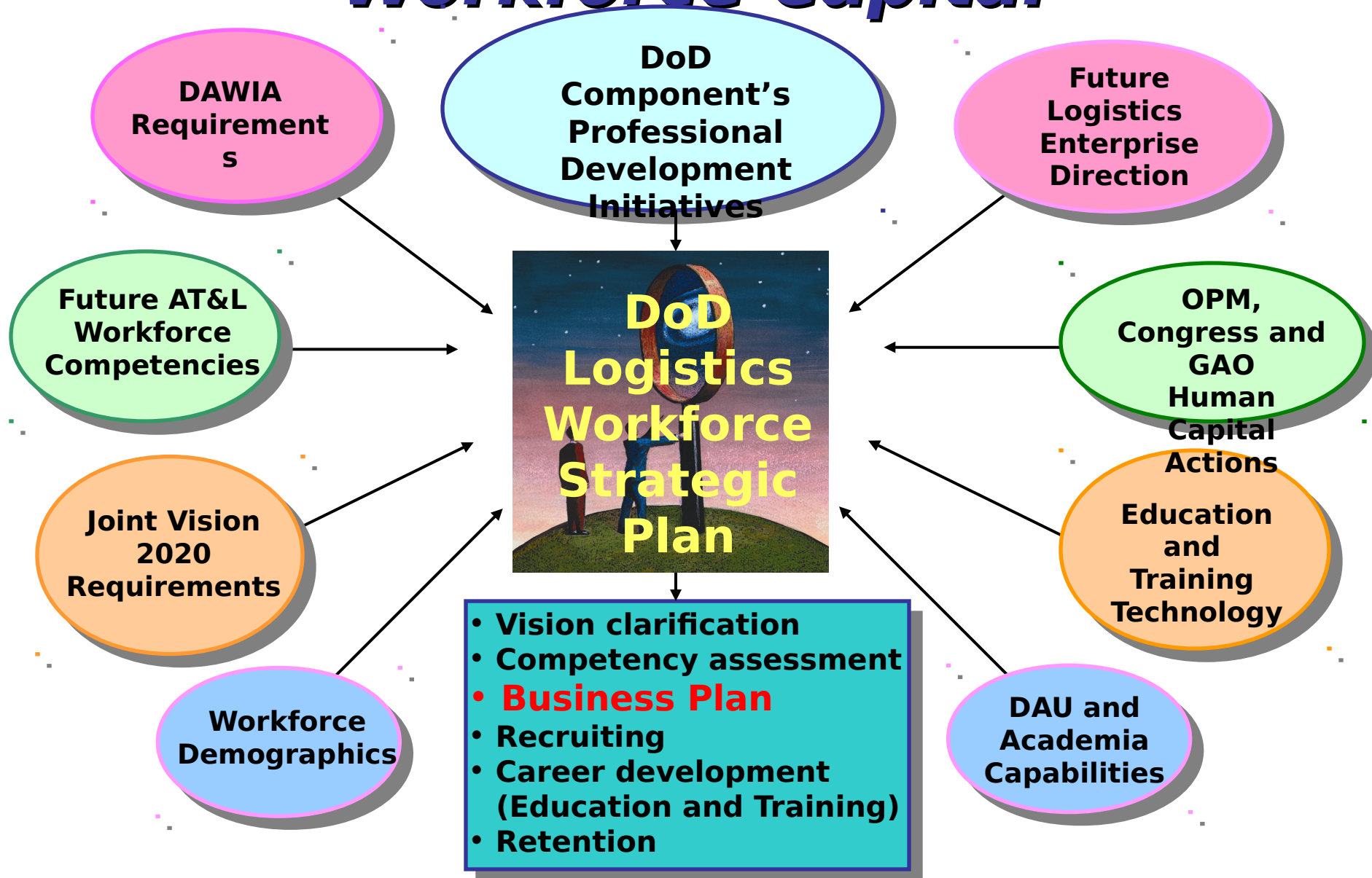
***Randy Fowler  
Director, Logistics & Sustainment - DAU  
Executive Secretary - Logistics Functional Area***

***October 22, 2003***

# Logistics Business Plan

- **What it is?**
- **How we did it?**
- **How to implement?**

# ***Maximizing DoD Logistics Workforce Capital***



# Reshaped Workforce Supporting New Logistics Business Model



- Project and sustain the force with
- **Implement footprint performance-based logistics** to compress supply chains and improve readiness
- **Reduce cycle times** to industry standards

## Total Life Cycle Systems Management

Industry/Government



Partnerships

Buys Performance as a Package



Force Provider

Program Manager

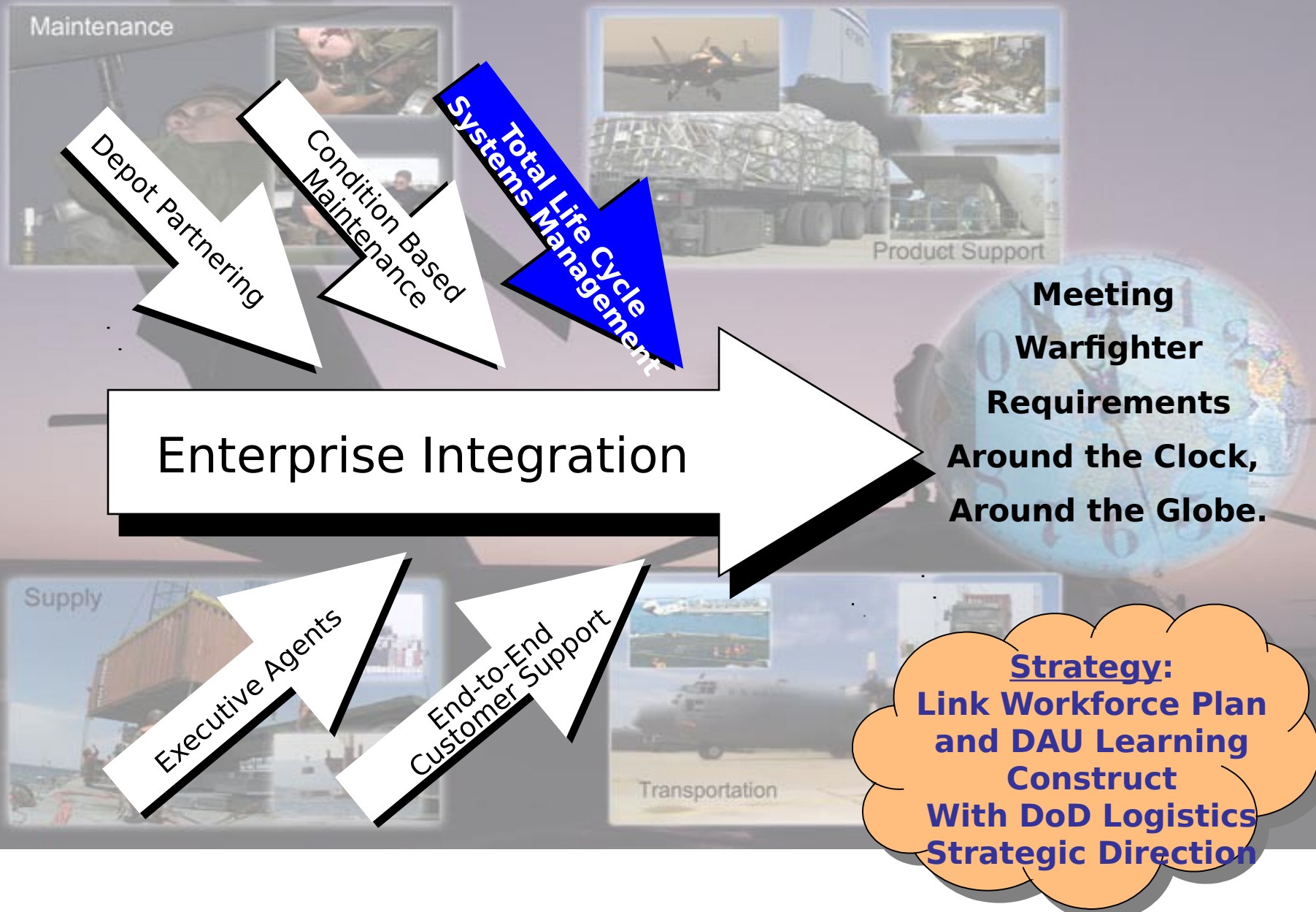


Acquisition

Sustainment

Life Cycle Logisticians

# ***DoD Future Logistics Enterprise***



# ***Shifting Logistics Workforce Skill-set***

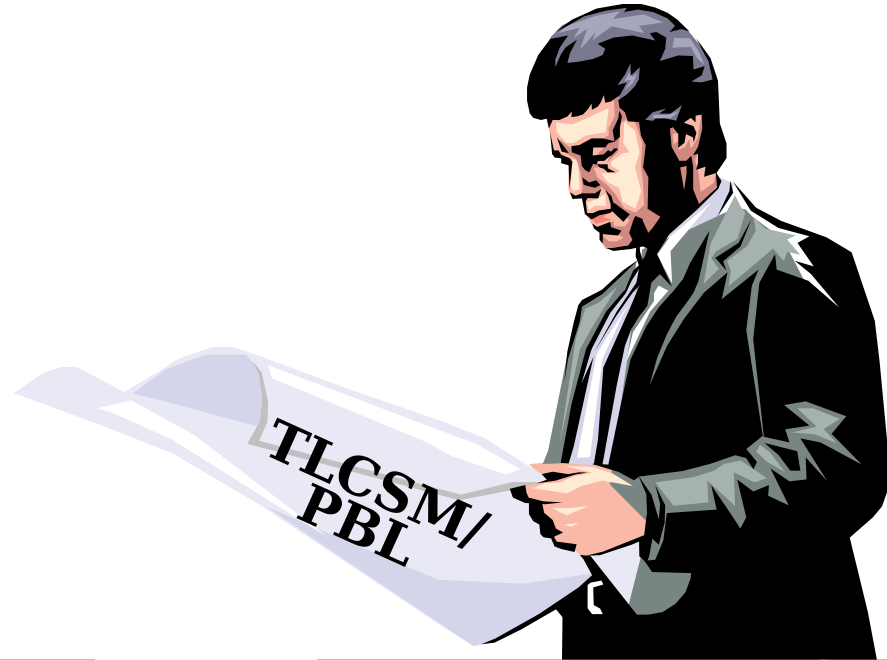
**OLD Integrated Logistics Support (ILS) Manager**



**Overwhelming Logistics Dogma**

- “ilities” zealots
- Support element cults
- Forgot the “integrated”
- Transactional Logistics
- Drove PM’s crazy

**NEW Life Cycle Logistics Manager**



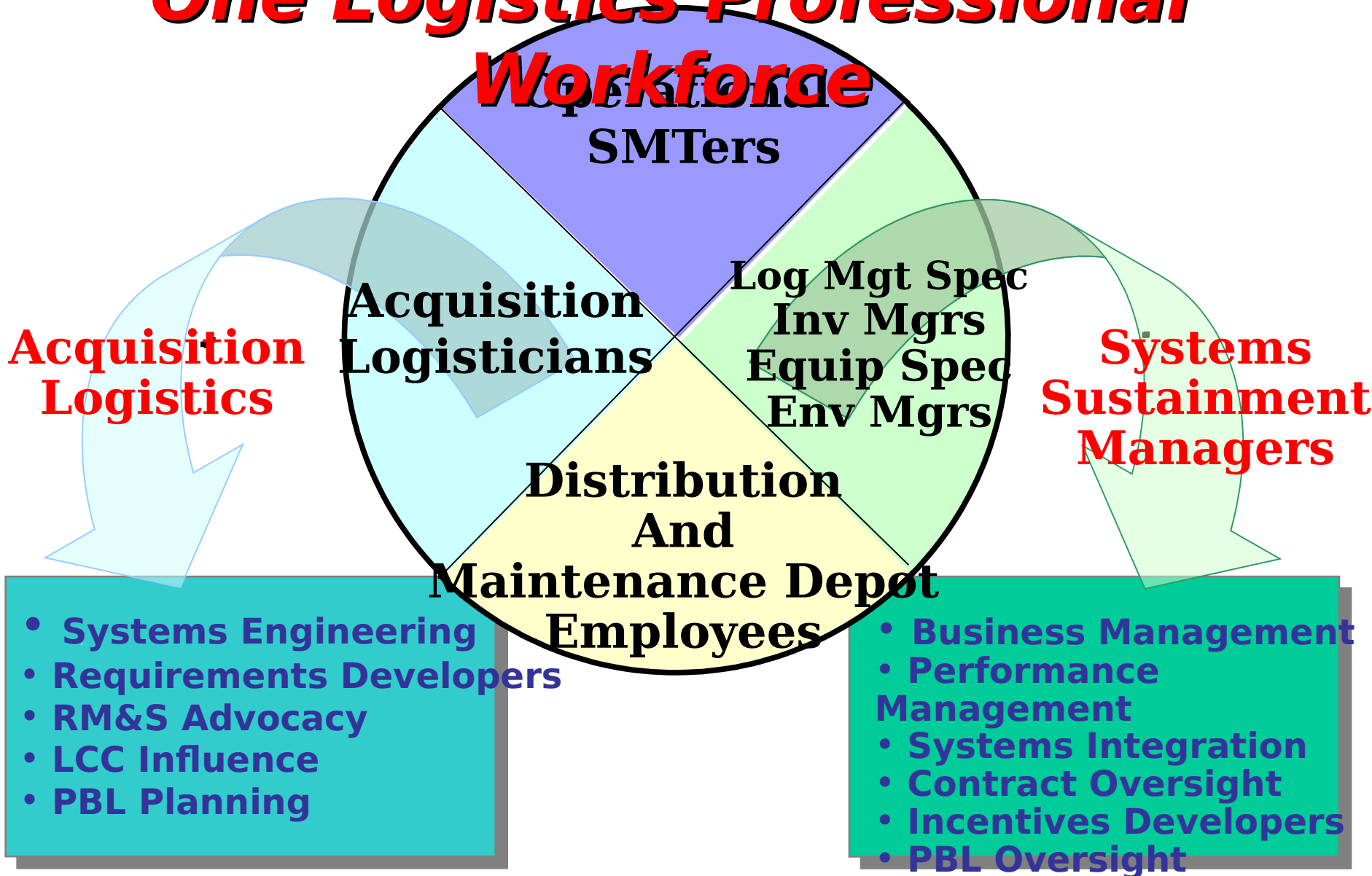
**Networked E2E for Warfighters**

- Systems engineering driven
- Commercial practices enabled
- Product support integrators
- Outcome (readiness) oriented
- Service to the PM’s

# **Workforce**

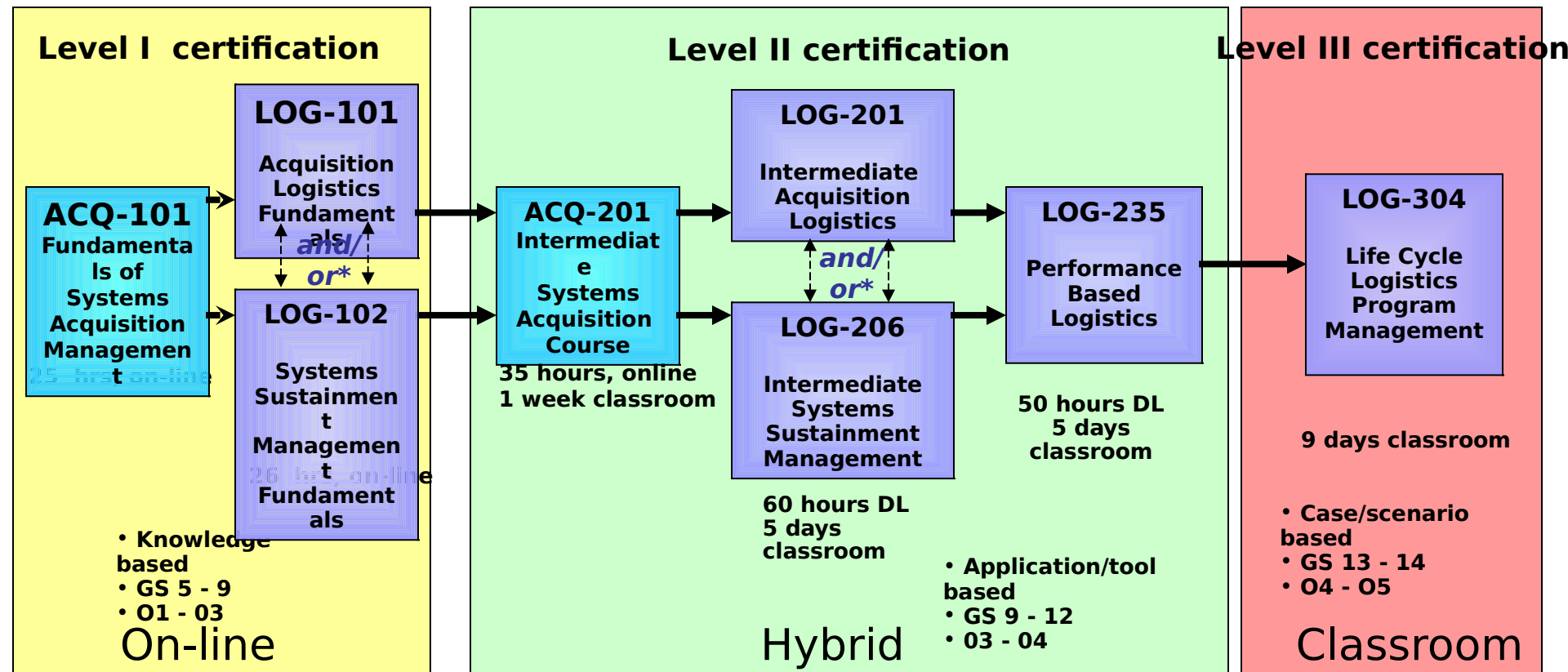
**One Logistics Professional**

**Workforce**





# Life Cycle Logistics Career Track



\* Dept of Navy workforce members take both courses

- System Design and Operational Effectiveness (SDOE)

- Supply Chain Management (SCM)



# Mapping Competencies to Curriculum

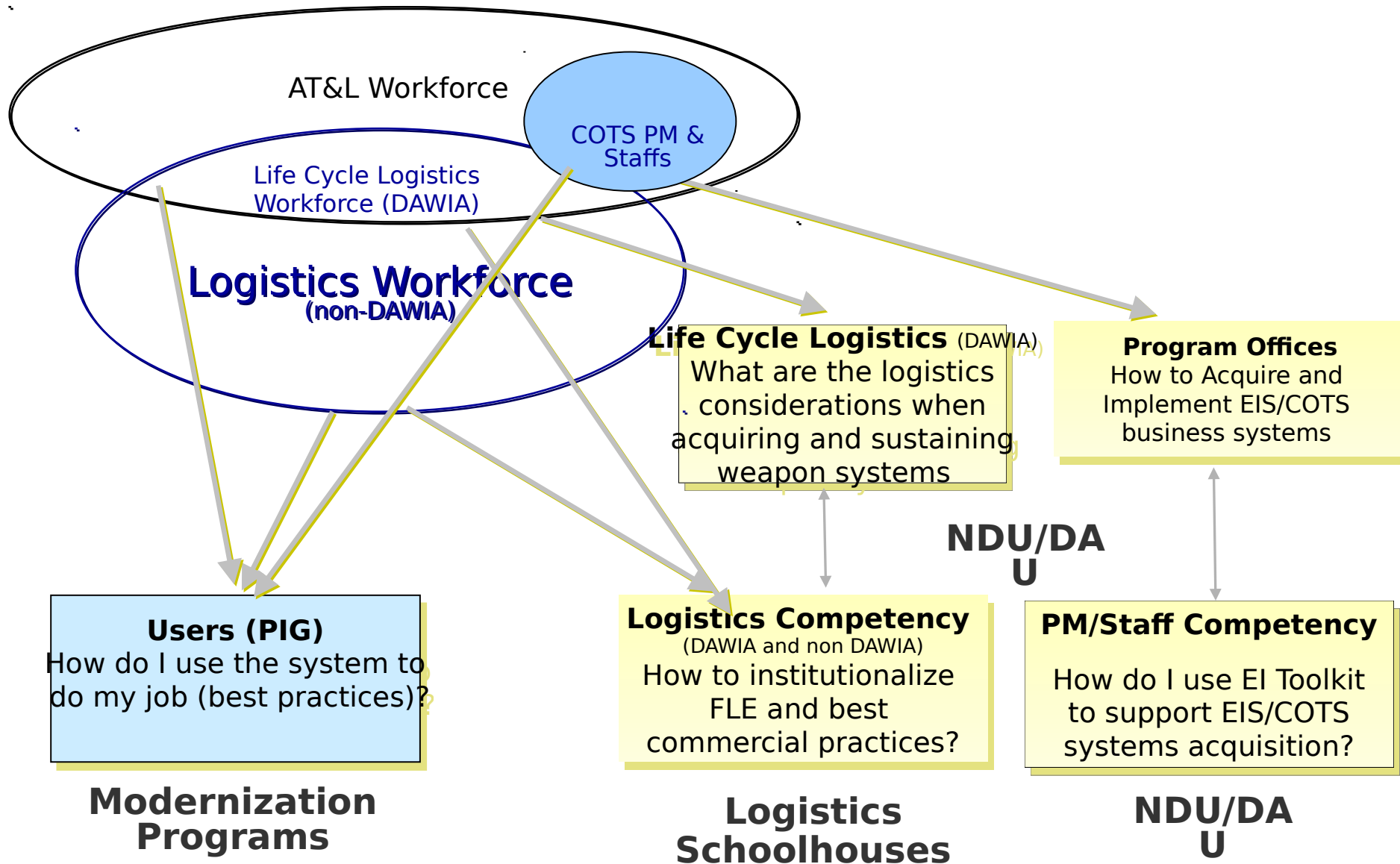
Function	Competency Roll-Up	Competency Summary	FLE/ TLCSM	Training								Education & Experience			Intercurricula Integration			
				ACQ 101	LOG 101	LOG 102	ACQ 201	LOG 201	LOG 202	LOG 235	LOG 304	Cap	Ed	Exp	PM	CON	BFM	E&T
Perform business case analysis (mission, capabilities, costs, trends, future, cross-Service opportunities to include technical capabilities).	1, 2, 3, 4, 105, 106, 120, 121	Use BCAs to justify sound business outcomes	TLCSM PBL	✓ ✗						✓ ✗	✓ ✗		✓ ✗	✓ ✗	ACQ101	CON 100 CON 101	BCF205	IRM SAM (CCA)
Develop streamlining and implementation planning for consolidation.	6, 8, 107, 108, 109, 110	Know/Understand joint processes, organizational processes, measurement and consolidation options	FLE	✓ ✗							✓ ✗	✓ ✗		✓ ✗	ACQ101			
Operate in a multi-Service environment.	10, 11, 14	Know how to function in a multi-Service environment; understand operating systems that connect customers, distribution channels and suppliers	FLE EI E2E	✓ ✗	✗	✓	✓ ✗	✗	✗					✓ ✗	ACQ101 ACQ201 PMT352	CON 100	General	SYS IRM SAM STM PQM
Identify and analyze market opportunities/sourcing options; synthesize best options.															ACQ201 PMT352	CON 100 CON 101 CON 202		PQM
Identify and analyze alternative sources to handle sourcing elements not unique to DoD.			E2E											✓	ACQ201 PMT352	CON 100 CON 101		
Identify and analyze alternative sources to handle sourcing elements not unique to DoD.	26	Know and understand dual use applications												✗	ACQ201			STM
Identify and analyze alternative sources to handle sourcing elements not unique to DoD.	30	Know/understand major objectives and types of testing and how to integrate testing requirements in an IPT environment		✗				✗						✗	ACQ101 ACQ201 PMT352			SYS TST
Plan appropriate T&E of commercial and NDI items.	35	Know evaluation methods for use of NDI and commercial items		✗			✗	✗						✗	ACQ101 ACQ201 PMT352	CON 101		SYS TST
Perform design trade-offs earlier in the acquisition process.	32, 33	Understand design tradeoffs; Evaluate the use of SE processes to reduce risk of operational and support problems	TLCSM CBM+	✓ ✗	✗		✓ ✗	✗			✓ ✗	✗		✗	ACQ101 ACQ201 PMT352		BCF103 BCF211	SYS

91 Functions

300+ Competencies

Inter-curricula  
Integration  
Tool

# Logistics Training and Education



# Logistics Business Plan

- What it is?
  - QDR, FLE, PS 912 Report, DoD 5000, TLCSM/PBL
- How we did it?
  - Making workforce reshaping a component of operational-acquisition-logistics strategic planning
  - Position Category Description (PCD)
  - Persistent FIPT engagement
  - Strong FA-DAU ties and support
- How to implement?
  - Continued engagement with HCSP process
  - Competency mapping
  - Assimilation
  - Coordination with non-DAWIA workforce directions